

ANNUAL REPORT

Faculty/Staff Welfare

**University of North Alabama
Florence, Alabama**

Dr. Chris Cottingham

8/15/2025

Committee Chair

Date submitted

Submitted to: Dr. Becky Smith
Chair, Shared Governance Executive Committee

UNIVERSITY OF NORTH ALABAMA

ANNUAL REPORT 2024-2025

I. Executive Summary

The committee reviewed and recommended for approval two policies brought before us. We were unable to complete reviews on a few others brought to us late in the academic year due to time constraints but will plan to take them up promptly in the new academic year. We participated in the university-wide committee self-evaluation process initiated by SGEC. In future, clarifying the precise position of this committee in the policy review workflow would be helpful.

II. The Committee's Charge (from the Shared Governance Document)

1. To review and make recommendations on matters relating to faculty and staff welfare, including compensation, benefits, health and safety, and quality and equity of work issues
2. To communicate its deliberations and findings to the President, and after discussion with the President, to the university community
3. To handle any proposals the committee may make affecting university policy according to section C.2 "Shared Governance Procedure for Policy Change Recommendations"
4. To submit a final written report electronically by the first day of the fall semester to the Vice President for Business and Financial Affairs with a copy sent to the Chair of the SGEC

III. The Committee met on the following dates:

By mutual agreement, the committee conducted all business electronically, via email exchanges that occurred whenever business was brought to us

IV. What were the Committee's actions and accomplishments this year relative to each of the items of the charge?

We conducted reviews of the following policies which were referred to us from other entities in the shared governance structure:

1. Revisions to Policies for Grants and Sponsored Programs (Payment of Stipends to Faculty for Periods Outside the Academic Year: Summer Pay)
2. Staff Internal Promotion Policy

We also conducted our committee self-evaluation as part of the larger SGEC initiative. We were referred additional issues late in the academic year including one regarding the birth recovery/parental leave policy but did not have time to work on these and extensions were requested to carry over into the new academic year.

V. What were the Committee's formal recommendations?

We recommended both the Revisions to Policies for Grants and Sponsored Programs (Payment of Stipends to Faculty for Periods Outside the Academic Year: Summer Pay) Staff Internal Promotion Policy for approval.

VI. What does the Committee plan to accomplish?

A. In the coming year?

We will finish work on reviewing the above-mentioned policies which we did not get to last academic year and then continue reviewing any other policies forwarded to us under our charge.

B. In future years?

We will continue reviewing any other policies forwarded to us under our charge.

VII. What are the Committee's weaknesses?

Chain-of-custody for business items coming into the committee is unclear. Regarding the Staff Internal Promotion Policy, this was first brought to us directly by the Staff Senate President, and we conducted a review and reported back to him. Later, we were presented with the same policy again, this time forward from SGEC, presumably after it had been voted on by Staff Senate. It seems to me that our reviews should take place either before the policy is voted on by either Senate body or after, not both.

A. What can the Shared Governance Committee help you do to address the weaknesses?

Clarify to the Senate bodies when our review process should be engaged and clarify to the committee what we should consider as valid requests to us that have come through the “proper channels.”

VIII. Comments

N/A